

IMPROVEMENT IN CHAPLAIN SELECTION CRITERIA

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Introduction

As the technicalities and complications of war continue to increase, the standards of ability and performance for those serving in the military increase also. This applies not only to those who must handle the actual weapons of war, but to those who provide the supporting services.

The performance demanded of the Chaplain in his efforts to maintain and enlarge the impact of the spiritual interpretation of life on the members of the Army and to adequately meet the demands for administration of this truly vital service is likewise increased.

Selections of qualified chaplain candidates for service in the Army thus takes on an increasing significance.

This paper considers the problem and makes some suggestions for an approach to improvement in the method now used for such selection.

Appointment of individuals who are not capable or otherwise not fitted for such service necessitates needless expense and embarrassment to the Army and embarrassment, frustration and disappointment to the individual who may start hopefully on a career as a chaplain only to be eliminated when it becomes apparent that for any of various reasons he is not fitted for this demanding service. Furthermore such a development deprives the Army of efficient and profitable service which it would receive had a more careful selection been made in the first place.

I. Present System of Candidate Selection.

The methods of the various churches vary widely in their making decisions as to what clergymen will receive ecclesiastical endorsement. Some churches merely seek to ascertain whether the applicant meets the minimal standards of education and ordination with no particular effort to determine the suitability of the candidate in such areas as personality traits or emotional stability.

For example the Methodist Church uses the following means of selection for ecclesiastical endorsement:

The candidate is furnished with information concerning the basic requirements for becoming a chaplain and requested to determine whether he is eligible in terms of these requirements. He is then required to submit to The Commission On Chaplains The Methodist Church, a transcript of his college and seminary work, a handwritten life sketch, the names of three reference persons, a recent picture and information called for on the officer's application form. The resident bishop and district superintendent of the applicant also provide The Commission with their personal evaluation.

Candidates are then invited to Washington, D. C. for two days of briefing and interviewing. "Each candidate meets with a committee of four active duty chaplains. This committee is very thorough and decides whether or not the candidate should be recommended

to the Commission's endorsing Committee. If the interviewers do not recommend, then the candidate is stopped from further progress."¹

The bishop, the superintendent and the active duty chaplains' committee are furnished with confidential report forms, data sheet, interviewers work sheet and rating sheets to assist them in their evaluation of the candidate.²

A somewhat different and perhaps less thoroughgoing means of determining fitness of candidates for ecclesiastical endorsement is used by The Church of Jesus Christ of Latter-day Saints, which does not have a professional ministry. This Church depends for its evaluation of candidates upon the recommendation of the applicant's bishop, his record as a missionary or in other areas of work in the Church, his educational qualifications, and personal interviews with one or more of the Servicemen's Committee.

Both of these methods may be adequate in determining the moral, spiritual, educational, and to some extent, the personal characteristics of a candidate, but certainly demonstrate the differences maintained by the various churches for ecclesiastical endorsement of candidates. It further demonstrates the lack of any uniform, standardized, objectively arrived at criteria for chaplain selection.

¹ See Appendix I for letter and other material from Commission On Chaplains The Methodist Church. See Appendix II for material from the American Baptist Church received too late for inclusion in the paper.

² Ibid

The lack of objectivity in human judgement is too well known to need belaboring. Yet it should be pointed out that it is variable human judgement, which at present, is the mainstay of candidate selection. It is the writers' thought that some objective standards and criteria, applied to all candidates to complement present practices could result in a more valid, less variable system of choosing chaplains. This should be especially true in the area of attitudes, values, emotional stability, maturity and personal characteristics which make up the inner core of the person.

Some clergymen, who might profitably function within the protective confines of their own denominational group will find it impossible to function adequately in the freedoms, responsibilities, dislocations and challenges of Army life.

It seems obvious, then, that the more carefully ~~the~~ selective ~~the~~ criteria used by the Army may be made, the less chance of making mistakes which are costly in disappointment and money.

Present criteria required by AR's for appointment are somewhat varied for different programs but are essentially as follows:

A. Physical fitness as determined by final type physical examinations.

B. Ecclesiastical endorsement: which means that the endorsing agency has determined, by whatever means it uses, that the candidate is educationally, spiritually, intellectually, and emotionally qualified for the Army Chaplaincy.³

³ AR 140-100, Section V, par 31.

C. For Reserve appointments the candidate must have, as determined by the endorsing agency, potential leadership and ability to deal with people evaluated in terms of such factors as applicants' background and experience.⁴

D. Must appear before an examining board of officers.⁵

E. Meet certain mental requirements as follows:

1. Must achieve a percentile score of 74 or higher on the Armed Forces Qualification Test 3 or 4.

2. Or have a previously recorded percentile score of 74 on Armed Forces Qualification Test 1 or 2 or a standard score of 115 or higher on Armed Forces Qualification Test 1 or 2, The Army General Classification Test, The General Classification Test, Aptitude Area I or General Technical Aptitude Area.⁶

F. Under certain circumstances special efficiency reports will be rendered on the candidate for Regular Army Commission.⁷

G. Under certain circumstances evaluation boards will be appointed to consider candidates for Regular Army Commissions.⁸

II. Desirability of More Thoroughgoing Selection Criteria.

From the above enumerated criteria for selection it may well be concluded that there is no adequate standard by which selection of

⁴ AR 140-100, Section II, par 9f & g.

⁵ AR 140-100, Section V, par 10.

⁶ AR 140-100, Section V, par 9d.

⁷ AR 601-126-1, par 4a3.

⁸ AR 601-126-1, par 9.

chaplains may be made. Certainly a man should be healthy, above average in intelligence, be academically prepared by having been exposed to the requisite number of hours of theological preparation. This is somewhat like saying that a race horse should not weigh more than 1600 pounds, should not wear larger than a size 6 shoe, should have two ears, two eyes and four legs. Many horses meet these requirements but are not race horses. So it is entirely possible that a candidate may meet the present requirements but fall far short of being first class material for a successful chaplain.

The candidate for Chaplaincy may feel the call or divine vocation but the Chaplaincy demands the "heart and mind" fitted for the chaplains' work no less than the desire. There are the questions of temperament, personality, ability, emotional stability, maturity, adjustability, adaptability, moral character which in their constellation of a personality may far outweigh the importance of any of the presently required standards.

As previously pointed out there is no standard means of selection used by the churches in their decisions to give ecclesiastical endorsement. There is even the possibility that, in some cases, a man unsuccessful in civilian church work has been endorsed for the Chaplaincy in the hope that he could find a niche in the Army and thus relieve the church of its obligation to place him in a civilian church.

This lack of common criteria for use by the various churches places a greater responsibility upon the Army for adequate means of selection. It is the Army that must make the final decision as to the fitness of any candidate to serve as a chaplain. Therefore it is the responsibility of the Army to ascertain, define and use whatever means are available in its selection.

By setting up such standards and applying them the Army does not preempt the responsibility of the ecclesiastical endorsing agencies but should, out of its knowledge, or presumed knowledge, of the particular and peculiar exigencies of military service, render a more honest appraisal in its attempt to commission only those who are particularly qualified for continued activity in this important service to military personnel and their dependents.

L
D
N
C

It may be pertinent to point out that for the first time in its history the United States is faced with the long continued necessity of maintaining fairly large land forces in what we may euphemistically term a time of peace. However, large as the Army now is, it would serve only as a cadre should the necessity ever arise for really large scale expansion of the ground forces. Thus in its choice of men to be chaplains it should be recognized that only those with the necessary over-all strength, adjustment abilities and potentialities should be appointed to serve now in order that they might be able to quickly meet the demands of greatly enlarged responsibilities should the eventuality arise.

Objective, standardized means of selection of chaplains, except for the areas of health, education, intelligence and perhaps moral fitness are insufficient, inadequate, fickle and needlessly haphazard. No means exists particularly fitted to select from among candidates, those who have the greatest potential as successful chaplains.

To justify the above statement let it be recalled again that the churches have a wide range of methodology in their decisions and that within the Army, except for tests which give only a generalized picture of intelligence and areas of possible abilities there is no basic or minimal or standardized method of choosing chaplains and that even in the case of those applying for Regular Army Commissions, where evaluation boards and special efficiency reports are used, there is no possibility of any basically consistent objective standard due to the individual differences, values, and standards of the officers rendering the special efficiency reports and the wide range of differences found in the decisions or recommendation of boards.

In considering the selection of chaplains the possibility, or more likely the probability that there is, within reasonable limits, a combination or combinations of personality traits or characteristics shown by successful chaplains should be seriously considered. If such a profile could be established it would remove many of the inadequacies of the present system of selection and improve greatly the successful selection of chaplains.

Based upon the foregoing discussion it is the thesis of this section of the paper that a more thoroughgoing criteria for chaplains is needed and that such criteria be determined and applied.

III. Approach to Standardization of Minimal Selection Criteria.

In facing the problem of standardization of some objectively arrived at criteria for chaplain selection two approaches are possible:

One is the possibility of designing an instrument specifically intended to apply to the selection of chaplains. This would necessarily involve the determination and selection of the form such an instrument would take, the types of significant items to be included, the determination of the objectivity, reliability, validity of each item and finally the standardization of such an instrument. This would be a costly long time process.

The second means of arriving at standardization criteria is through the use of psychological instruments of (already) proven reliability and validity now in general use. In the use of this latter method, and the one recommended by the writer, already existing measurement means could perhaps be adequately adapted to the purpose of chaplain selection.

The advantages of this procedures are:

Individual items have already been tested for validity and reliability on large numbers of people and in some cases on particular or specialized segments of the population.

Such standardized instruments have already demonstrated to a greater or lesser degree their ability to test or segregate out the particular functions for which they are designed.

There is, for these instruments, a body of statistical material against which any results gained by their use on chaplains could be compared for significant correlations, or significant deviations.

What we need to determine is not how much the chaplain is like other people or how closely he fits within the area of normality in his various aspects of personality, attitude etc., but rather we need to determine where he differs significantly and in what areas. If a group of chaplains, for example, were administered the Minnesota Multiphasic Personality Inventory and it was found that individually and collectively their scores were not significantly different from those of the general population or from that of other professional groups, or even from civilian clergymen then its value in chaplain selection would not be demonstrated. If, however, in such a use it was discovered that there were significant differences in the results obtained in use of the inventory on chaplains as compared to the general population or civilian clergy there would then be justification for assuming that the instrument would be of significant value in the selection of chaplains.

In his study of the scores made by a group of seminarians on the Minnesota Multiphasic Personality Inventory, William C. Bier found that there were significant and characteristic differences between the

Seminarian and what could be called his control groups.⁹ In other words this instrument gave evidence of sorting out factors in personality which were sufficiently different from other groups to lead him to the conclusion that this instrument could be used in prognosticating the success of candidates for the priesthood.

His specific findings do not have any particular significance for the purposes of this paper. Their importance is in the application of the methodology of determining standards. Mr. Bier concludes: "Personality measurement has fallen considerably short of the achievement reached in the field of intelligence and even attitudes...Nevertheless, personality measures, applied in school, industry and counselling have proven genuinely helpful, especially if not too much is asked of them in their present stage of development, and their results are interpreted with reasonable reserve: this moderate but real success suggests the possibility of their profitable adaptation in the selection and evaluation of candidates for the priesthood."¹⁰

The solution of our own problem of selection lies in this same direction. Continuing the use of the Minnesota Multiphasic Personality Inventory as example, we have an already standardized instrument.

⁹ William C. Bier, SJ, A Comparative Study of a Seminary Group and Four Other Groups on The Minnesota Multiphasic Personality Inventory, Washington, D. C., The Catholic University of America Press, 1948, Chapter 8.

¹⁰ Ibid (Underlining mine)

Because of research already put into defining what it wants to test or understand or determine concerning certain personality traits, characteristics, etc. and on the basis of continued refinement it has now proven its worth as a useful means of accomplishing its purpose.

Furthermore because of its actual practical use over a period of years a large body of enlightening data has been gathered showing normal personalities, abnormal ones and constellations of traits in various specialized segments of the population against which the results gained from its use on chaplains might be checked for significance. Thus, in this respect, there already exists a well tried instrument for our purpose.

In order to make use of this instrument it is necessary to find out first if it will yield significant results when applied to chaplains.

This can be accomplished by using it on a selected sample of successful chaplains now on active duty. For example a sample of two hundred chaplains now on active duty selected according to age, grade and success as suggested by efficiency reports could be used as a control group. The results from such a sample could be treated statistically for significant factors differentiating the chaplains from the general population or any specialized population for which adequate results have been obtained.

On the basis of any such significant findings we might conclude that these findings could be useful in the selection of chaplains.

It is not the intention of this paper to solve the particular technical problems of adapting instruments now in existence to their use in chaplain selections. Nor is it necessary to attempt a discussion of statistical methods. Both of these areas are beyond the intention and need of the ideas presented here. There are well recognized methods of sample selection and statistical treatment which can be applied in the here suggested study.

It is suggested that such a use of these instruments is practical, possible and desirable.

IV. Proposed Battery of Instruments for Use in Candidate Selection.

There are a rather large number of instruments for measurement and appraisal in the broad and overlapping areas of interest, attitude, personality and character. There are also various techniques of test construction. It may be well to keep in mind also that the terminology is somewhat vague in this area in that what one writer may call a trait another may call a characteristic. For example, an attitude may be thought of as a tendency to feel in a certain way about a specific issue or problem or it may be applied to a generalized tendency in an approach to life, in which case attitude may be equivalent to the moral value. Thus if in the terminology of this

presentation the failure to follow closely any particular terminology is noted it is deliberately done. This comment is made in order that there may be a recognition that when we talk about an inventory or a temperament analysis we are in the same area with perhaps a somewhat different approach to the desired end.

The writer suggests the use of three well known standardized instruments for accomplishing the suggested purposes of this study:

The Bernreuter Personality Inventory;

The Minnesota Multiphasic Personality Inventory; and

The Johnson Temperament Analysis.

"The Bernreuter Personality Inventory has 125 items such as 'Do you daydream frequently?', with a method of weighted scoring, and it is designed to give a profile of such traits as self-confidence, sociability, etc., and a general index of neurotic tendency. Originally designed for use with college students, its use has been extended to include adolescents and older adults."¹¹

"This is probably the best known instrument in the field of personality measurement....The basic technical novelty is to treat each item response as indicative of several different traits. The traits inventoried are (1) B1-N, Neurotic tendency, i.e., the trait

¹¹

John M. Hadley, Clinical and Counselling Psychology, N.Y., 1957, p. 483.

of emotional instability; (2) B2-S, Self-Sufficiency, i.e., the trait of rarely asking for sympathy, ignoring advice, liking to be alone; (3) B3-I, Introversion-Extroversion, i.e., the trait of being imaginative, living in oneself; (4) B4-D, Dominant-Submission, i.e., the trait of dominating others in face to face relationships; (5) F1-C, Self-Confidence, i.e., when high the trait of hampering self-consciousness, when low the trait of wholesome self-confidence; and (6) F2-S, Sociability, i.e., the trait of being non-social, indifferent, which is indicated by a high score here."¹²

"The Minnesota Multiphasic Personality Inventory...is the most ambitious, the most complex, and the longest of the structured tests of personality, as well as the one most commonly used by clinical psychologists. It appears to be a promising test, and it is one on which much research has been done. It has about 550 items to be answered "true," false," or cannot say." These responses are scored on a number of different keys. The usual ones are: Hs - hypochondriasis; D - depression; Hy - hysteria; Pd - psychopathic deviate; Mf - masculinity; Pa - paranoia; Pt - psychosthenia; Sc - schizophrenia; and Ma - hypomania. In addition, there are keys that have been designed to control some of the errors common to self-report tests."¹³

¹² James L. Mursell, Psychological Testing, N.Y., Longmans, Green, 1947, P 248. (There are some pertinent criticism leveled at this inventory by various writers for which see Ibid.)

¹³ John M. Hadley, op. cit. (Critical comment on this inventory will be found in Ibid.)

The Johnson Temperament Analysis was devised by Dr. Roswell Johnson, Consulting Psychologist, Institute of Family Relations. It is designed to disclose several characteristic behaviour tendencies. It provides significant evidence concerning the principal factors involved in the personal problems of occupational fitness, courtship and mate selection, marital problems, and certain personal maladjustments....The analysis calls for the selection of one of three possible responses to each of a series of questions by the "subject," or S...The nine individual behaviour patterns or tendencies are expressed along these dimensions: composed - nervous, gay-hearted - depressive, quiet - active, cold - cordial, 'hard-boiled' - sympathetic, objective - subjective, submissive - aggressive, appreciate - critical, impulsive - self mastery.... Norms are provided for high school, college students, and adults for both sexes."¹⁴

Inspection of these three inventories will indicate some similarities and some dissimilarities in the areas which they seek to explore. By using the three of them there should result a reasonably exhaustive profile of personality traits and the temperamental make-up of the person to whom they are administered. This should yield valuable indications for rendering decisions on areas of activity for which a person might be fitted.

¹⁴ California Test Bureau, 1959 Catalog, Standardized Tests, pp 80-81.

If in addition to this general value there was precipitated out any particular area or areas in which chaplains differed significantly from the general population or special groups we would then be provided with the desired objective, standardized means of chaplain selection recommended in this paper.

Whether or not these significant factors would appear can only be determined by administering the inventories to a control sample of chaplains as suggested in Section III, and making a comparison of the results with already established results for other groups.

V. Summary.

The present method and standards for selecting candidates for commissioning as chaplains are inadequate in concept, haphazard in application and not sufficiently selective. There is no objectively standardized basis upon which to make selection thus contributing to needless expense, embarrassment, disappointment and inefficiency. These considerations demonstrate the desirability of more thoroughgoing selection criteria. Such criteria can probably be derived from standardized psychological testing instruments already in existence. Successful chaplains can be used as a control group to determine whether or not there are traits or constellations of traits which differentiate chaplains from the general population or specialized segments of the population.

For accomplishing this three instruments in present use are suggested. The Minnesota Multiphasic Personality Inventory, The Johnson Temperament Analysis Inventory and The Bernreuter Personality Inventory.

VI. Conclusions.

A. That present methods for selection of chaplain candidates are inadequate.

B. That more selective, objective and standardized means of chaplain selection should be sought.

C. That instruments now being used could be adapted to this purpose.

VII. Recommendations.

That a program directed toward meeting the requirements of conclusion number two above and encompassing the basic suggestions contained in this paper be initiated.

VIII. Suggestion for Further Consideration.

In view of the present great emphasis upon the necessity for administrative chaplains the exploration of a means for determining the abilities which a candidate should possess in this area might prove fruitful.

A P P E N D I X I

CORRESPONDENCE FROM COMMISSION ON CHAPLAINS THE METHODIST CHURCH



COMMISSION ON CHAPLAINS • THE METHODIST CHURCH

100 Maryland Avenue, N.E. • Washington 2, D. C.

OFFICERS

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THE REV. FRANK W. BEVAN
THE REV. HERLEY C. BOWLING

April 13, 1960

Chaplain Timothy H. Irons
Hq. U. S. Army Chaplain School
Fort Slocum, New York

Dear Chaplain Irons:

We are happy to respond to your request of 11 April.

Methodist ministers who apply for ecclesiastical endorsement are required to submit to our Commission a transcript of their college and seminary work, a handwritten life sketch, the names of three reference persons, a recent picture, information called for on the official application form. The applicant's resident bishop and district superintendent provide us with their personal confidential evaluation.

Candidates are invited to Washington for two days as guests of the Commission with all travel and entertainment expenses paid. One day is spent at a military post where the men meet representatives of the Chief of Chaplains' offices who speak and then answer questions. Usually part of the day is taken up with a tour of the military installation and concludes with a dinner in the Officers' mess at which time we have a guest speaker. The second day is interview day. Each candidate meets with a committee of four active duty chaplains. This Committee is very thorough and decides whether or not the candidate should be recommended to the Commission's endorsing committee. If the interviewers do not recommend, then the candidate is stopped from further progress. If he is recommended, then his dossier is sent to a committee of ministers for final decision.

Enclosed are forms which we are presently using to help us gather information about each candidate.

Of course, a Methodist minister who applies for endorsement must be an ordained Elder and a member in full connection of an Annual Conference, have the B.A. and B.D. degrees from accredited schools, and have the approval of his bishop and district superintendent.

We hope this letter and the forms will be helpful.

Yours sincerely,

Frank W. Bevan

FRANK W. BEVAN
Associate Secretary

FWB:rk
Enclosures

THE DISTRICT SUPERINTENDENT'S CONFIDENTIAL REPORT

Applicant's Name:.....

Annual Conference:.....

Branch of Service or Type of Institution Requested:.....

1. How long have you been the candidate's superintendent?.....

2. Did you know him before you became his superintendent?.....

If so, in what capacity and for how long?.....

3. Please check your estimate of the candidate with regard to the qualities listed below:

	Poor,	Good	Excellent
as a preacher
as a pastor
as an administrator
as a worker with youth
as a worker with men
as a leader
tactfulness
sense of humor

4. In your judgment, is the candidate morally and spiritually strong enough to maintain the high standards of The Methodist Ministry?.....

5. In your judgment, is the candidate's wife one who can readily adapt to changing circumstances, support her husband when difficulties multiply, take care of the family on her own should her husband's appointment send him to places where his family cannot go? (This is very important. Please answer carefully.).....

6. Do you unreservedly recommend this candidate for appointment as a chaplain?.....

7. Please use reverse side for additional information and remarks.

Signed:

Superintendent of the District

Please sign and return to: The Commission on Chaplains, The Methodist Church,
100 Maryland Avenue, N.E., Washington 2, D. C.

THE BISHOP'S CONFIDENTIAL REPORT

Applicant's Name:

Annual Conference:

Branch of Service or Type of
Institution Requested:

1. Has the applicant been ordained Elder?

2. Is he in full connection in the Annual Conference indicated above?

3. Is he, in your judgment, a suitable candidate for the chaplaincy?

4. If he is accepted, will you appoint him?

5. Remarks: (Please make such comments and give such additional information as you think will be helpful to our Endorsing Committee.)

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Signed:

Bishop of the Area

Please sign and return to: The Commission on Chaplains, The Methodist Church,
100 Maryland Avenue, N.E., Washington 2, D. C.

METHODIST COMMISSION ON CHAPLAINS

THE METHODIST BUILDING, 100 MARYLAND AVENUE N. E., WASHINGTON 2, D. C.

Telephone: Lincoln 7-4800

INFORMATION ABOUT INITIAL APPOINTMENT AS A CHAPLAIN IN THE ARMY, NAVY AND AIR FORCE

REQUIREMENTS

1. Must be a citizen by birth or naturalization
2. Present age requirements:

Army:	Reserve.....	under 32½
Navy:	Reserve.....	under 35½
Air Force:	Reserve.....	under 36½

* Age waivers are granted under certain conditions
3. Physically qualified for general service based on examination by the military.
4. Education--Must have 120 semester hours credit in a recognized college and 90 semester hours credit in a recognized theological school.
5. Profession--Must be actively engaged in the ministry as the principal vocation in life, with experience as a pastor.
6. Ecclesiastical Endorsement--Must be an ordained Elder of The Methodist Church in the effective relationship and in good standing. Must also hold college and seminary degrees. Certification must be requested by the applicant from the Methodist Commission on Chaplains and is granted only after a personal appearance before an Interviewing Committee of the Commission. When granted, the certificate of endorsement is sent by this endorsing agency directly to the appropriate military department, with a copy furnished to the applicant.

OTHER INFORMATION

1. Salary for initial appointment in all three departments:

\$259.36 per month base pay
94.20 per month rental, with dependents
77.10 per month rental, without dependents
47.88 per month subsistence

PROCEDURE

1. Check requirements very carefully to determine eligibility.
2. Upon being certain of eligibility, write to:

Army.	Chief of Chaplains, Department of the Army, Washington 25, D.C.
Navy.	Chief of Chaplains, Department of the Navy, Washington 25, D.C.
Air Force.	Staff Chaplain, Headquarters, Continental Air Command, Mitchel Air Force Base, New York
3. At the time of filing an application for appointment with the appropriate military department, request should also be made to the Methodist Commission on Chaplains for Ecclesiastical Endorsement. This is not an automatic procedure but must be specifically initiated by the applicant.

DATA SHEET

Date of Interview _____

Name _____

Address _____

Applying for: _____

Date of Birth _____

MARITAL STATUS (Circle one)

Single Married Widower Separated Divorced

DEPENDENTS

Children - Names and ages: _____

Others: _____

EDUCATION

College _____ Degree _____ Average _____

Seminary _____ Degree _____ Average _____

Clinical Training _____ No. of quarters _____

CONFERENCE RELATIONS

Area _____ (date) On Trial _____ Ordained: (date)

Conference _____ Full Connection _____ Deacon _____

District _____ Elder _____

PASTORAL EXPERIENCE

No. years as Student Supply _____ No. years full time _____

COMMENTS OF CANDIDATE'S BISHOP:

COMMENTS OF CANDIDATE'S DISTRICT SUPERINTENDENT:

ADDITIONAL INFORMATION:

INTERVIEWER'S WORK SHEET

Name of Candidate _____

General Appearance & Bearing:

effeminate
manly
poised
energetic
strong

Response:

shallow
slow
thoughtful
ready
fervent

Maturity:

poor
fair
good
excellent

Manner:

shy
reserved
at ease
dignified
boastful
arrogant

Attitude toward others:

haughty
understanding
sympathetic
helpful

Motivation toward ministry:

vague
clear
compelling
dedicated

Motivation toward chaplaincy:

perfunctory
opportunist
sense of obligation
desire to serve

Self-appraisal:

humble
adequate
properly high
over-rates himself

Resourcefulness:

lacking
average
adequate
more than adequate

Mannerisms:

any distracting mannerisms
of hands,
face,
or body?

Attitude toward Annual Conference:

critical
indifferent
informed
loyal

Attitude toward professional preparation:

careless
bored
earnest
seeks more

Personal spiritual practices:

hit or miss
daily
routine
out of deep need

RATING SHEET

Candidate: _____

Please check column which reflects your judgment. Final rating to be determined by adding the number of the columns checked and dividing by 15. Ratings of 7 or above are acceptable; 6 or below not acceptable.

Categories										
	Very Poor	Poor	Unacceptable	Below Average	Average	High Average	Good	Excellent	Superior	Outstanding
General Appearance										
Manner										
Response										
Attitude toward others										
Maturity										
Clarity of call to ministry										
Clarity of call to chaplaincy										
Self-appraisal										
Resourcefulness										
Attitude toward Annual Conference										
Attitude toward professional preparation										
Ministerialism										
Personal spiritual practices										
Tactfulness										
Sense of Humor										

Remarks: On back of this sheet make such observations as will help us to understand your rating, especially as it is reviewed a month or six weeks from now.

Signature of Interviewer: _____

Final Rating: _____

Date: _____

A P P E N D I X I I

CORRESPONDENCE FROM THE AMERICAN BAPTIST CHURCH

AMERICAN BAPTIST CONVENTION
COMMITTEE ON CHAPLAINS
164 FIFTH AVENUE
NEW YORK 10, N. Y.

April 18, 1960

DANIEL H. MILLER
CHAIRMAN
ALBIN RAY APPELQUIST
SECRETARY AND
DIRECTOR OF
CHAPLAINCY SERVICES
J. MARTIN ENGLAND
PAUL O. MADSEN
OSGOODE H. McDONALD
IRVING NUTT
W. HUBERT PORTER
WILLIAM H. RHOADES
EDWIN H. TULLER

Ch (Maj) Timothy H. Irons
Student Detachment
U.S. Army Chaplain School
Fort Slocum, New York

Dear Chaplain Irons:

Thank you for your inquiry relative to the interesting study you are making regarding the denominations and recruitment of chaplains.

If the several inclosures are not self explanatory please feel free to write us for further information.

Our Committee on Chaplains is authorized by a Standing Resolution of the denomination. It consists of ten men who are charged with the responsibility of setting up standards for our candidates. All candidates are visited by myself or our Field Representative and a recommendation is brought to the Committee as a result of this interview. Screening has become more careful through the years and our present standards have arisen out of apparent needs for this specialized ministry.

Sincerely

Albin Ray Appelquist
Albin Ray Appelquist

ARA/cb

AMERICAN BAPTISTS AND THEIR MINISTRY TO THE ARMED FORCES

Our denomination uses three agencies to support the work of our chaplains.

The first is our denominational Committee on Chaplains which is concerned with the recruiting and endorsement of chaplains to fill our quotas in the various branches of the Armed Forces, the Veterans Administration, and the Civil Air Patrol. Approximately 500 men maintain some kind of chaplaincy status in our denomination, both on active duty and in the various Reserves.

The second agency is the Department of Christian Ministry to Service Personnel. It provides assistance to our churches in preparing their young people for military service. It also provides administrative support for our chaplains through such activities as personal visitation, free literature, newsletters, annual retreats and a program of assistance to chaplains when they complete military duty and wish to return to denominational ministry. The Secretary of this Department is also the Secretary of the Committee on Chaplains, by provision of the Constitution and By-laws of our denomination. In addition there is a Field Representative who assists primarily in the work with the denomination's youth who are facing military service and with the more than 300 ministers who are Reservists, chaplains, but not on active duty. This is a Home Missions responsibility.

The third major agency which our denomination uses to assist chaplains and all other military personnel is The General Commission on Chaplains and Armed Forces Personnel. We contribute in excess of \$10,000 annually to the budget of the General Commission, a figure based on a pro rata share of costs in proportion to the number of chaplains on active duty. Through this agency 34 Protestant denominations have an effective voice in the standards for all military chaplains and the morality and total religious life of the Armed Forces. The Secretary of our Committee on Chaplains is serving on the Executive Committee of the General Commission. Four other representatives from our denomination serve on various additional committees in the work of the Commission. For the most part, the General Commission is an agency of the constituent denominations and does not deal directly with individual chaplains except by request or in the larger interests of the chaplaincy and Protestant witness.

Our ministry to chaplains and service personnel in general constitutes a missionary investment of nearly one hundred thousand dollars annually, including funds from several sources. We feel this is a modest and necessary program on behalf of our 18,000 American Baptist young people in military uniform and the thousands of others being reached by our chaplains.

STANDARDS FOR ENDORSEMENT AND APPROVAL OF CHAPLAINS
IN THE AMERICAN BAPTIST CONVENTION
ARMY, AIR FORCE, NAVY, V.A., C.A.P., AND AUXILIARIES

1. The candidate must be an ordained minister of the Gospel serving full-time religious work.
2. He must be a member in good standing of an American Baptist church and must have been properly related to the American Baptist Convention for a minimum of two years.
3. He must have the recommendation of the Executive Secretary of the State Convention or City Society area from which he comes.
4. He must have full college and seminary training.
5. He must have served successfully not less than three years in the Civilian pastorate, and have demonstrated spiritual maturity and the integrity expected of a good minister of Jesus Christ. *)
6. He must be a man of unquestioned character and reputation.
7. A divorced person may not be endorsed.
8. The candidate will be interviewed by the Secretary of the Committee on Chaplains.

For the important Christian ministry of the chaplaincy, men with initiative, talent, and outstanding ability are needed. Applicants for the chaplaincy should be able to adapt themselves quickly to changing situations. They need a good physical constitution. They must be persons who command the respect of other men, and they must be able to work happily under supervision. It is usually unwise for a man to consider duty as a chaplain if he faces serious personal and family problems.

Since each candidate is considered by the committee on his own personal merits, even the technical fulfillment of all of the above stated requirements will not necessarily guarantee ecclesiastical endorsement by this committee.

After candidates have been endorsed by the various denominations the separate branches of the military decide, within quota limitations, which men they will accept for commissioning and which men will be called to active duty as chaplains.

*) This provision can be waived to permit the chaplain to accept a Reserve Commission and a Non-Active Duty assignment if the candidate signs a statement that he will not seek or accept active duty until the period of the requirement has been completed. In the event of general mobilization in a national emergency this restriction regarding the length of pastoral experience would not apply.

STANDARDS FOR APPROVAL OF SEMINARIAN
CHAPLAIN TRAINEES, ARMY, NAVY AND AIR FORCE
IN THE AMERICAN BAPTIST CONVENTION

1. The candidate must be a member in good standing of an American Baptist church and must have been properly related to the American Baptist Convention for a minimum of two years.
2. He must have the recommendation of the Pastor of the church in which he holds membership, the State or City Secretary of his area, and the Dean or other official of the school in which he is enrolled.
3. A chaplain-trainee candidate must be a man of unquestioned character and reputation.
4. A divorced person may not be approved.
5. Candidates for the various chaplaincies and trainee programs will be interviewed personally by the Secretary of the Committee on Chaplains, American Baptist Convention, 164 Fifth Avenue, New York 10, New York.

For the important Christian ministry of the chaplaincy, men with initiative, talent, and outstanding ability are needed. Applicants for the chaplaincy should be able to adapt themselves quickly to changing situations. They need a good physical constitution. They must be persons who command the respect of other men, and they must be able to work happily under supervision. It is usually unwise for a man to consider duty as a chaplain if he faces serious personal and family problems.

After candidates have been approved by the various denominations the separate branches of the military decide, within quota limitations, which men they will accept for commissioning, and which men will be eventually called to active duty as chaplains.

THE COMMITTEE ON CHAPLAINS
AMERICAN BAPTIST CONVENTION

164 Fifth Avenue, New York 10, N. Y.

REFERENCE QUESTIONNAIRE

on

Applicants for Chaplain Trainee Program of the Armed Forces

Applicant _____

1. In what capacity have you known the candidate? _____
2. How long have you known him? _____
3. Is he a college graduate? _____ Date _____ College _____
4. Is he a seminary student? _____ Date of entry _____ School _____
5. Academic Work: Fair ☐ Good ☐ Excellent ☐
6. Does he show a genuine liking for people? _____
7. Do you think he would be successful in working with men? _____
8. Would you judge his religious attitudes to be deep-rooted, or merely conventional? _____
9. As a preacher, is he likely to capture interest? _____
10. Can you say anything about his motivation in connection with the chaplaincy? _____
11. Has he any special gifts or experience that would be likely to add to his effectiveness? _____
12. Has he any eccentricities which would be likely to hamper his effectiveness? _____
13. Has he any personal, domestic, or social handicaps which would put him at a disadvantage? _____
14. Has his record been free from public imputation of moral irregularity? _____
15. Does he adjust easily? _____
16. If married, is his domestic life congenial? _____
17. Is his wife likely to sympathize with and help him in the work of the chaplaincy? _____
18. Would you say the major emphasis in his religious message would likely be:
 - (a) Evangelistic ☐
 - (b) Social ☐
 - (c) Dogmatic ☐
 - (d) Mystic ☐
 - (e) Ritual ☐
 - (f) Ethical ☐
19. Has the candidate a sense of direction in his work, i.e., ability to conceive a purpose, plan the means for its execution and carry it through to the finish? _____
20. Anything you wish to add _____

Signature _____

Address _____

Position _____

Date _____

APPLICATION FOR ECCLESIASTICAL ENDORSEMENT OR APPROVAL

for appointment as chaplain in

(Check Service Desired)*

- | | | |
|---|--|--|
| <input type="checkbox"/> U. S. Army—Regular | <input type="checkbox"/> U. S. Navy—Regular | <input type="checkbox"/> U. S. Air Force—Regular |
| <input type="checkbox"/> U. S. Army—Reserve | <input type="checkbox"/> U. S. Navy—Reserve | <input type="checkbox"/> U. S. Air Force—Reserve |
| <input type="checkbox"/> Army National Guard | <input type="checkbox"/> Veterans Administration | <input type="checkbox"/> Air National Guard |
| <input type="checkbox"/> Approval for Civil Air Patrol Chaplaincy | | |

To: Committee on Chaplains
American Baptist Convention
164 Fifth Avenue
New York 10, New York

Date _____

1. Name in full _____

2. Home Address _____

3. Place of birth _____ Date _____

4. If naturalized, place _____ Date of final papers _____

5. Race _____ Height _____ ft. _____ in. Weight _____ lbs.

6. Marital Status: Single ☐ Married ☐ Separated ☐ Divorced ☐ (If ever divorced or separated, attach a statement.)

7. Wife's Name _____ Number of Minor Children _____

8. Education:

- | | | |
|--------------------------|--------------|------------|
| a. College _____ | Degree _____ | Year _____ |
| b. Seminary _____ | Degree _____ | Year _____ |
| c. Graduate School _____ | Degree _____ | Year _____ |

9. Ecclesiastical Status:

- a. Denomination _____
- b. Licensed ☐; Limited Ordination ☐; Full Ordination ☐
Place _____ Date _____ (month, day, year)
Ordaining Authority _____
- c. Membership:
Name of local church _____
Name of Association _____

10. Pastoral and other types of ministerial experience:

Name of Church

City and State

Dates

11. Experience in Civic and Community Organizations.....
.....
.....
12. Present Occupation.....
(If you are employed in any secular work in addition to your ministry, please describe carefully on a separate sheet of paper its nature, the amount of time given to it and the remuneration received from it.)
13. Reasons for entering the chaplaincy.....
.....
14. Military Service. Give branch, dates, highest rank held and present military status.....
.....
15. Hobbies and favorite forms of recreation.....
.....
16. References. Please list below the names and addresses of:
 - a. Chief denominational official of your area.....
 - b. One official of your college.....
 - c. One official of your seminary.....
 - d. A fellow minister.....
17. Enclose the following:
 - a. Three letters of recommendation from others than those names as references above.
 - b. Brief, hand-written life sketch.
 - c. Recent photograph.

Signature.....

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention..... grants
ecclesiastical endorsement to..... for appointment
(Name of applicant)
as chaplain in.....

Signed.....
Date.....

The Committee on Chaplains of the American Baptist Convention..... declines
to grant ecclesiastical endorsement to..... for appointment
(Name of applicant)
as chaplain in.....

Signed.....
Date.....

APPLICATION FOR ECCLESIASTICAL ENDORSEMENT OR APPROVAL

for appointment as chaplain in

(Check Service Desired)*

- | | | |
|---|--|--|
| <input type="checkbox"/> U. S. Army—Regular | <input type="checkbox"/> U. S. Navy—Regular | <input type="checkbox"/> U. S. Air Force—Regular |
| <input type="checkbox"/> U. S. Army—Reserve | <input type="checkbox"/> U. S. Navy—Reserve | <input type="checkbox"/> U. S. Air Force—Reserve |
| <input type="checkbox"/> Army National Guard | <input type="checkbox"/> Veterans Administration | <input type="checkbox"/> Air National Guard |
| <input type="checkbox"/> Approval for Civil Air Patrol Chaplaincy | | |

To: Committee on Chaplains
American Baptist Convention
164 Fifth Avenue
New York 10, New York

Date.....

1. Name in full.....

2. Home Address.....

3. Place of birth..... Date.....

4. If naturalized, place..... Date of final papers.....

5. Race..... Height..... ft..... in. Weight..... lbs.

6. Marital Status: Single ☐ Separated ☐
Married ☐ Divorced ☐ (If ever divorced or separated, attach a statement.)

7. Wife's Name..... Number of Minor Children.....

8. Education:

- | | | |
|-------------------------|-------------|-----------|
| a. College..... | Degree..... | Year..... |
| b. Seminary..... | Degree..... | Year..... |
| c. Graduate School..... | Degree..... | Year..... |

9. Ecclesiastical Status:

- a. Denomination.....
- b. Licensed ☐; Limited Ordination ☐; Full Ordination ☐
Place..... Date..... (month, day, year)
Ordaining Authority.....
- c. Membership:
Name of local church.....
Name of Association.....

10. Pastoral and other types of ministerial experience:

Name of Church

City and State

Dates

11. Experience in Civic and Community Organizations.....
.....
.....
12. Present Occupation.....
(If you are employed in any secular work in addition to your ministry, please describe carefully on a separate sheet of paper its nature, the amount of time given to it and the remuneration received from it.)
13. Reasons for entering the chaplaincy.....
.....
.....
14. Military Service. Give branch, dates, highest rank held and present military status.....
.....
15. Hobbies and favorite forms of recreation.....
.....
16. References. Please list below the names and addresses of:
- a. Chief denominational official of your area.....
b. One official of your college.....
c. One official of your seminary.....
d. A fellow minister.....
17. Enclose the following:
- a. Three letters of recommendation from others than those names as references above.
b. Brief, hand-written life sketch.
c. Recent photograph.

Signature.....

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention..... grants
ecclesiastical endorsement to..... for appointment
(Name of applicant)
as chaplain in.....

Signed.....
Date.....

The Committee on Chaplains of the American Baptist Convention..... declines
to grant ecclesiastical endorsement to..... for appointment
(Name of applicant)
as chaplain in.....

Signed.....
Date.....

APPLICATION FOR ECCLESIASTICAL ENDORSEMENT OR APPROVAL

for appointment as chaplain in

(Check Service Desired)*

- | | | |
|---|--|--|
| <input type="checkbox"/> U. S. Army—Regular | <input type="checkbox"/> U. S. Navy—Regular | <input type="checkbox"/> U. S. Air Force—Regular |
| <input type="checkbox"/> U. S. Army—Reserve | <input type="checkbox"/> U. S. Navy—Reserve | <input type="checkbox"/> U. S. Air Force—Reserve |
| <input type="checkbox"/> Army National Guard | <input type="checkbox"/> Veterans Administration | <input type="checkbox"/> Air National Guard |
| <input type="checkbox"/> Approval for Civil Air Patrol Chaplaincy | | |

To: Committee on Chaplains
American Baptist Convention
164 Fifth Avenue
New York 10, New York

Date _____

1. Name in full _____

2. Home Address _____

3. Place of birth _____ Date _____

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Married ☐ Divorced ☐ (If ever divorced or separated, attach a statement.)

7. Wife's Name _____ Number of Minor Children _____

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- | | | |
|--------------------------|--------------|------------|
| a. College _____ | Degree _____ | Year _____ |
| b. Seminary _____ | Degree _____ | Year _____ |
| c. Graduate School _____ | Degree _____ | Year _____ |

9. Ecclesiastical Status:

- a. Denomination _____
- b. Licensed ☐; Limited Ordination ☐; Full Ordination ☐
Place _____ Date _____ (month, day, year)
Ordaining Authority _____
- c. Membership:
Name of local church _____
Name of Association _____

10. Pastoral and other types of ministerial experience:

Name of Church	City and State	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

11. Experience in Civic and Community Organizations.....

12. Present Occupation.....

(If you are employed in any secular work in addition to your ministry, please describe carefully on a separate sheet of paper its nature, the amount of time given to it and the remuneration received from it.)

13. Reasons for entering the chaplaincy.....

14. Military Service. Give branch, dates, highest rank held and present military status.....

15. Hobbies and favorite forms of recreation.....

16. References. Please list below the names and addresses of:

a. Chief denominational official of your area.....

b. One official of your college.....

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7. Enclose the following:

a. Three letters of recommendation from others than those names as references above.

b. Brief, hand-written life sketch.

c. Recent photograph.

Signature.....

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention..... grants

ecclesiastical endorsement to..... for appointment

(Name of applicant)

as chaplain in.....

Signed.....

Date.....

The Committee on Chaplains of the American Baptist Convention..... declines

to grant ecclesiastical endorsement to..... for appointment

(Name of applicant)

as chaplain in.....

Signed.....

Date.....

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THE COMMITTEE ON CHAPLAINS
AMERICAN BAPTIST CONVENTION

164 Fifth Avenue, New York 10, N. Y.

APPLICATION FOR ECCLESIASTICAL APPROVAL

for appointment to

- ☐ U. S. Army Reserve and assignment to the Chaplains Branch
☐ U. S. Naval Reserve as a Probationary Ensign (Theological)
☐ U. S. Air Force Chaplain Trainee Program

Date _____

1. Name in full _____

2. Home Address _____

3. Date and Place of Birth _____

4. Marital Status: Single ☐ Married ☐ (Attach brief explanation if
 Widowed ☐ Divorced ☐ ever divorced or separated.)

5. Education: College _____ Degree _____ Year _____

Seminary _____ Date of Entry or Acceptance _____

6. Ecclesiastical Status:

a. Local Church _____

b. Licensed ☐ Full Ordination ☐

c. Name of local Association or District _____

d. Pastoral Experience _____

7. Military Service: (Branch) _____ (Dates) _____

8. Professional Plans: _____

9. References (give the name and address of):

a. Home Pastor _____

b. Dean of College _____

c. Chief local denominational official _____

d. Dean of Seminary _____

10. Please attach a recent photograph or clear, close-up snapshot of yourself.

(Signature) _____

NOTE: Ecclesiastical Approval is granted by the applicant's own denomination, through its endorsing agency. It is valid only for appointment to the "Chaplain Trainee Program" of one of the three branches of the Armed Forces.

(Denominational action on reverse side)

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention grants ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____

The Committee on Chaplains of the American Baptist Convention declines to grant ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____

THE COMMITTEE ON CHAPLAINS
AMERICAN BAPTIST CONVENTION

164 Fifth Avenue, New York 10, N. Y.

REFERENCE QUESTIONNAIRE

on

Applicants for Appointment as Chaplain in a Branch of the
Armed Forces or the Veterans Administration

Applicant _____

1. In what capacity have you known the candidate? _____
2. How long have you known him? _____
3. Is he a graduate of a college? _____ A theological school? _____
4. Would you judge his religious convictions to be deep-rooted or conventional? _____
5. In your opinion, does his preaching
 - a) Reveal strong personal religious conviction and experience? _____
 - b) Capture the interest of his hearers? _____
 - c) Carry an understanding of and constructive message for young people? _____
6. Does he show a genuine interest in people and a liking for them? _____
7. In your opinion, is he equipped by personal attitudes and experience for sympathetic and helpful counselling with people involved in serious personal or moral problems? _____
8. What would you judge to be his attitude toward:
 - a) Democracy, both as a philosophy and as a way of life? _____
 - b) Relationships among nations in a shrinking world? _____
 - c) Cooperation with people of denominations and religious faiths other than his own? _____
 - d) Current social issues? _____
 - e) People of different racial or religious background? _____
9. What special gifts or experience has he that you think would be likely to increase his effectiveness as a chaplain? _____
10. What eccentricities or handicaps, if any, has he that might hamper his effectiveness as a chaplain? _____
11. Has his record been free from imputation of moral irregularity? _____
12. Is he prompt in the payment of his obligations? _____
13. Is his family life congenial? _____

14. Is the attitude of his wife toward the special circumstances of the military chaplaincy such as would help or hinder him in his ministry?

15. What would you say are likely to be the major emphases of his ministry as a chaplain?

16. Please check in the columns below your estimate of the candidate with respect to the personal characteristics listed:

	<i>Below Average</i>	<i>Average</i>	<i>Above Average</i>
Physical vigor			
Mental alertness			
Spiritual sensitiveness			
Cultural refinement			
Sense of humor			
Personal attractiveness			
Tact			
Initiative			
Cooperativeness			
Emotional stability			
Moral stability			
Judgment			
Executive capacity			

17. If you had a son in the military service who might have this candidate as his chaplain, would you recommend his appointment?

18. Any additional comment you may care to make:

Signed

Address

Position

Date

THE COMMITTEE ON CHAPLAINS
AMERICAN BAPTIST CONVENTION

164 Fifth Avenue, New York 10, N. Y.

APPLICATION FOR ECCLESIASTICAL APPROVAL

for appointment to

- ☐ U. S. Army Reserve and assignment to the Chaplains Branch
☐ U. S. Naval Reserve as a Probationary Ensign (Theological)
☐ U. S. Air Force Chaplain Trainee Program

Date _____

1. Name in full _____

2. Home Address _____

3. Date and Place of Birth _____

4. Marital Status: Single ☐ Married ☐ (Attach brief explanation if
 Widowed ☐ Divorced ☐ ever divorced or separated.)

5. Education: College _____ Degree _____ Year _____

Seminary _____ Date of Entry or Acceptance _____

6. Ecclesiastical Status:

a. Local Church _____

b. Licensed ☐ Full Ordination ☐

c. Name of local Association or District _____

d. Pastoral Experience _____

7. Military Service: (Branch) _____ (Dates) _____

8. Professional Plans: _____

9. References (give the name and address of):

a. Home Pastor _____

b. Dean of College _____

c. Chief local denominational official _____

d. Dean of Seminary _____

10. Please attach a recent photograph or clear, close-up snapshot of yourself.

(Signature) _____

NOTE: Ecclesiastical Approval is granted by the applicant's own denomination, through its endorsing agency. It is valid only for appointment to the "Chaplain Trainee Program" of one of the three branches of the Armed Forces.

(Denominational action on reverse side)

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention grants ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____

The Committee on Chaplains of the American Baptist Convention declines to grant ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____

THE COMMITTEE ON CHAPLAINS
AMERICAN BAPTIST CONVENTION

164 Fifth Avenue, New York 10, N. Y.

APPLICATION FOR ECCLESIASTICAL APPROVAL

for appointment to

- ☐ U. S. Army Reserve and assignment to the Chaplains Branch
☐ U. S. Naval Reserve as a Probationary Ensign (Theological)
☐ U. S. Air Force Chaplain Trainee Program

Date _____

1. Name in full _____

2. Home Address _____

3. Date and Place of Birth _____

4. Marital Status: Single ☐ Married ☐ (Attach brief explanation if
 Widowed ☐ Divorced ☐ ever divorced or separated.)

5. Education: College _____ Degree _____ Year _____

Seminary _____ Date of Entry or Acceptance _____

6. Ecclesiastical Status:

a. Local Church _____

b. Licensed ☐ Full Ordination ☐

c. Name of local Association or District _____

d. Pastoral Experience _____

7. Military Service: (Branch) _____ (Dates) _____

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(Denominational action on reverse side)

ACTION OF THE DENOMINATIONAL ENDORSING COMMITTEE

The Committee on Chaplains of the American Baptist Convention grants ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____

The Committee on Chaplains of the American Baptist Convention declines to grant ecclesiastical approval to _____ for appointment _____

Signed _____

Date _____